
DIGEST

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Danahay

HCR No. 6

Requests the Dept. of State Civil Service to develop and the State Civil Service Commission to adopt the following changes to civil service rules:

- (1) Eliminate the rules regarding displacement in layoff situations to allow agencies to retain employees based on factors other than seniority, such as knowledge, performance, and ability.
- (2) Revise the classification system to limit the number of pay bands to thirty-five or fewer and to reduce the number of job classifications to seven hundred or fewer to provide for flexibility in organizational restructuring and reduce the need to reclassify positions due to work assignment and organizational changes and to provide managers with flexibility to move employees within pay bands.
- (3) Revise the compensation system for classified employees, including without limitation merit increases, rewards, recognition awards, optional pay adjustments, and cost-of-living adjustments to provide appointing authorities greater flexibility in compensating employees based on job duties and evaluations of their performance.
- (4) Provide that the merit increases of classified managers and supervisors are contingent upon proper, substantive, and meaningful Performance Planning and Review of the employees under their direction and supervision.

Requests the Dept. of State Civil Service to submit a report of its progress on the initiatives to the committees on House and Governmental Affairs and Senate and Governmental Affairs no later than Jan. 1, 2010.